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EARNINGS AND HOURS OF EMPLOYEES, OCTOBER 1978 (PRELIMINARY)

INQUIRIES

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MAIN FEATURES

- Estimated average weekly earnings of all adult employees (including part-time workers) in the pay-period which included 16 October 1978 were \$233.60 for males and \$159.00 for females.
- Estimated average weekly earnings and hours for full-time non-managerial employees were as follows (changes since October 1977 being shown in brackets):
 - Adult males \$221.40 (+\$13.70 or 7 per cent) for 40.6 hours (-0.1)
 - Junior males \$116.70 (+\$5.40 or 5 per cent) for 39.8 hours (+0.1)
 - Adult females \$180.20 (+\$10.60 or 6 per cent) for 38.1 hours (-0.3)
 - Junior females \$114.40 (+\$5.70 or 5 per cent) for 38.7 hours (-0.1)
- Average overtime earnings for full-time non-managerial adult males were \$19.00 and average overtime hours were 2.4. Average ordinary time earnings and hours were \$202.40 and 38.2.

EXPLANATORY NOTES

Introduction

This bulletin contains preliminary results of a sample survey of employers conducted in respect of the pay-period which included 16 October 1978. Some comparative figures are also shown for October 1977. Because of a limitation on available resources the sample used in this survey was much smaller than those of previous years, and as a result the amount of publishable detail has been considerably reduced. However, the statistics in this bulletin are much more up to date than in the past. When investigation of the sampling variability of the estimates has been completed further information will be published in *Earnings and Hours of Employees, October 1978* (6304.0).

2. Average weekly earnings figures for males in this statement are not directly comparable with estimates of average weekly earnings per employed male unit published in the quarterly statement (6302.0), since

they relate to only one pay-period in October, not to the average for a quarter, and their scope is less extensive. (See paragraph 3.)

Scope of survey

3. All wage and salary earners were represented except —

members of the defence forces,
employees in agriculture,
employees in private households employing staff,
waterside workers employed on a casual basis,
persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample payroll tax was payable by employers in the States paying more than \$60,000 a year in wages and salaries (\$100,000 a year in Queensland), and in the Territories \$48,000 a year. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

Coverage

4. The survey covered stratified random samples of government departments and authorities, non-government hospitals (not subject to payroll tax) and other private employers.

Industry classification

5. The industry classification used for the survey is the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition)* 1969, Vol. 1.

Definitions

6. *Adult employees* comprise employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

7. *Full-time employees* are employees who *ordinarily* work 30 hours or more a week, and *part-time employees* are those who *ordinarily* work less than 30 hours a week.

8. For private employees, *non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who for the private sector, were not further defined. For government employees, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

9. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refer to that part of gross weekly earnings for hours paid for in excess of award, standard or agreed hours of work, and *ordinary time earnings*.

10. *Weekly hours paid for* refers to the hours for which payment was made. It includes *overtime hours*, which refers to hours in excess of award, standard or agreed hours of work, and *ordinary time hours*.

Reliability of estimates

11. The estimates obtained from this survey may differ from figures that would have been produced had information been obtained from all employers. One measure of the likely difference is given by the standard error of the estimates. There are about two chances in three that a sample estimate will differ by less than one standard error from the results which would be obtained from a comparable complete collection, and about nineteen chances in twenty that the difference will be less than two standard errors.

12. The standard errors of the published estimates of average weekly ordinary time earnings and average weekly total earnings are generally less than 3 per cent. The standard errors of the published estimates of average weekly overtime earnings and hours, and of average weekly earnings of part-time employees are generally less than 10 per cent.

13. The imprecision due to sampling variability which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as the non-sampling error, and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce the non-sampling error by careful design of questionnaires and detailed checking of completed returns.

Related publications

14. Users may also wish to refer to the following earnings publications which are available on request: *Earnings and Hours of Employees, Distribution and Composition* (6306.0) — results of a sample survey conducted each May; *Average Weekly Earnings* (6302.0), quarterly; *Weekly Earnings of Employees (Distribution)* (6310.0) — results of a household sample survey conducted each August; *Wage Rates* (6312.0), monthly.

NOTE. Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and sums of components in tables are due to rounding.

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Acting Australian Statistician

TABLE 1. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a)

| | October 1978 | | | | | | | | | October 1977 | Percentage increase (b) |
|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|-------------------------|
| | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | N.T. | A.C.T. | Aust. | Aust. | |
| | — \$ — | | | | | | | | | | % |
| Males | 225.70 | 224.00 | 215.00 | 210.10 | 216.10 | 214.00 | 256.20 | 267.70 | 223.80 | 208.30 | 7.4 |
| Adults | 234.70 | 233.70 | 225.70 | 219.60 | 227.00 | 223.00 | 262.10 | 277.50 | 233.60 | 217.50 | 7.4 |
| Juniors | 108.00 | 106.00 | 104.70 | 103.60 | 102.10 | 111.00 | 115.00 | 92.90 | 105.80 | 100.50 | 5.3 |
| Full-time employees | 233.10 | 231.30 | 221.90 | 215.70 | 226.00 | 220.30 | 266.10 | 282.20 | 231.30 | 215.60 | 7.3 |
| Adults | 241.30 | 239.70 | 231.00 | 224.10 | 235.50 | 229.10 | 270.90 | 288.50 | 240.00 | 223.80 | 7.2 |
| Juniors | 117.90 | 117.90 | 114.90 | 112.60 | 114.90 | 117.00 | 133.70 | 121.90 | 116.70 | 111.30 | 4.9 |
| Females | 153.80 | 153.50 | 142.00 | 144.10 | 138.30 | 143.10 | 179.60 | 173.30 | 150.00 | 141.70 | 5.9 |
| Adults | 161.10 | 162.40 | 154.20 | 152.30 | 148.80 | 151.20 | 186.80 | 181.40 | 159.00 | 150.60 | 5.6 |
| Juniors | 102.40 | 99.80 | 95.30 | 101.00 | 86.90 | 104.30 | 98.40 | 86.40 | 98.60 | 93.00 | 6.0 |
| Full-time employees | 173.60 | 175.10 | 163.20 | 169.40 | 168.50 | 171.00 | 196.50 | 200.20 | 172.40 | 162.50 | 6.1 |
| Adults | 182.30 | 185.20 | 179.30 | 180.70 | 181.80 | 188.90 | 203.50 | 205.70 | 183.30 | 173.00 | 6.0 |
| Juniors | 117.00 | 117.30 | 107.90 | 116.50 | 108.50 | 109.90 | 113.80 | 125.10 | 114.40 | 108.70 | 5.2 |
| Persons | 199.60 | 199.10 | 190.30 | 186.20 | 187.20 | 192.90 | 224.90 | 230.60 | 197.40 | 185.10 | 6.6 |
| Adults | 209.00 | 209.70 | 203.50 | 196.90 | 199.60 | 203.20 | 232.10 | 240.50 | 208.20 | 195.50 | 6.5 |
| Juniors | 105.20 | 102.80 | 99.40 | 102.30 | 94.20 | 107.80 | 105.40 | 89.60 | 102.10 | 96.70 | 5.6 |
| Full-time employees | 214.20 | 214.20 | 204.50 | 200.30 | 208.90 | 208.60 | 239.40 | 253.70 | 213.20 | 199.70 | 6.8 |
| Adults | 223.40 | 224.10 | 217.50 | 214.70 | 220.90 | 220.80 | 245.80 | 260.30 | 223.70 | 209.60 | 6.7 |
| Juniors | 117.50 | 117.60 | 111.10 | 114.60 | 111.80 | 113.60 | 122.20 | 123.40 | 115.60 | 110.00 | 5.1 |

(a) Total private and government employees including managerial, executive, etc., staff. See paragraph 8 above. (b) Percentage increase October 1978 over October 1977.

TABLE 2. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES

| | Adult Males | | | | | | | | | |
|-------------------------------|--------------|-----------------|------------------|--------|--------------|--------------|---------------|--------------|----------------|--------------|
| | Oct. 1977 | Oct. 1978 | | | Junior Males | | Adult Females | | Junior Females | |
| | Total | Overtime (a) | Ordinary time | Total | Oct. 1977 | Oct. 1978 | Oct. 1977 | Oct. 1978 | Oct. 1977 | Oct. 1978 |
| | | | | | | | | | | |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | |
| New South Wales | 210.50 | 21.90 | 202.90 | 224.90 | 111.30 | 117.90 | 169.80 | 178.90 | 110.30 | 117.00 |
| Victoria | 206.90 | 18.80 | 201.60 | 220.40 | 113.20 | 117.90 | 168.30 | 181.70 | 111.30 | 117.30 |
| Queensland | 201.30 | 17.10 | 199.80 | 216.90 | 109.70 | 114.90 | 167.90 | 177.10 | 103.60 | 107.90 |
| South Australia | 195.80 | 14.40 | 196.20 | 210.60 | 109.70 | 112.60 | 169.90 | 180.20 | 109.90 | 116.50 |
| Western Australia | 214.20 | 18.30 | 203.80 | 222.20 | 110.00 | 114.90 | 166.50 | 178.10 | 104.40 | 108.50 |
| Tasmania | 203.30 | 13.40 | 200.70 | 214.10 | 110.40 | 117.00 | 167.10 | 185.00 | 106.20 | 109.90 |
| Northern Territory | 232.20 | 32.30 | 226.40 | 258.70 | 121.40 | 133.70 | 190.10 | 201.20 | 111.80 | 113.80 |
| Australian Capital Territory | 235.40 | 13.40 | 243.30 | 256.80 | 119.00 | 121.90 | 192.90 | 201.40 | 109.10 | 125.10 |
| Australia | 207.70 | 19.00 | 202.40 | 221.40 | 111.30 | 116.70 | 169.60 | 180.20 | 108.70 | 114.40 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | |
| New South Wales | 40.7 | 2.7 | 38.1 | 40.8 | 39.6 | 39.8 | 38.3 | 38.0 | 38.7 | 38.7 |
| Victoria | 40.9 | 2.4 | 38.3 | 40.8 | 39.7 | 40.0 | 38.6 | 38.6 | 38.9 | 38.6 |
| Queensland | 40.3 | 2.1 | 38.0 | 40.0 | 39.8 | 39.9 | 38.4 | 37.8 | 38.9 | 38.8 |
| South Australia | 40.3 | 2.0 | 38.4 | 40.4 | 39.8 | 39.8 | 38.6 | 38.2 | 38.7 | 38.3 |
| Western Australia | 41.6 | 2.3 | 38.3 | 40.5 | 40.1 | 39.8 | 38.6 | 38.2 | 38.9 | 38.9 |
| Tasmania | 39.8 | 1.7 | 38.2 | 39.9 | 39.9 | 40.0 | 38.0 | 37.8 | 39.2 | 39.1 |
| Northern Territory | 41.2 | 3.5 | 37.7 | 40.2 | 40.2 | 39.8 | 37.9 | 37.4 | 38.4 | 38.5 |
| Australian Capital Territory | 39.3 | 1.6 | 37.8 | 39.4 | 39.7 | 39.7 | 37.4 | 37.6 | 38.2 | 38.1 |
| Australia | 40.7 | 2.4 | 38.2 | 40.6 | 39.7 | 39.8 | 38.4 | 38.1 | 38.8 | 38.7 |
| AVERAGE HOURLY EARNINGS (\$) | | | | | | | | | | |
| New South Wales | 5.17 | 8.08 | 5.34 | 5.52 | 2.81 | 2.96 | 4.43 | 4.71 | 2.85 | 3.02 |
| Victoria | 5.06 | 7.76 | 5.26 | 5.41 | 2.85 | 2.95 | 4.36 | 4.70 | 2.86 | 3.04 |
| Queensland | 5.00 | 8.34 | 5.26 | 5.43 | 2.76 | 2.88 | 4.38 | 4.69 | 2.66 | 2.78 |
| South Australia | 4.86 | 7.19 | 5.10 | 5.82 | 2.76 | 2.83 | 4.40 | 4.71 | 2.84 | 3.04 |
| Western Australia | 5.15 | 8.00 | 5.27 | 5.48 | 2.74 | 2.88 | 4.31 | 4.66 | 2.68 | 2.79 |
| Tasmania | 5.11 | 8.05 | 5.25 | 5.37 | 2.77 | 2.93 | 4.40 | 4.89 | 2.71 | 2.81 |
| Northern Territory | 5.63 | 9.31 | 6.16 | 6.43 | 3.02 | 3.36 | 5.02 | 5.79 | 2.91 | 3.12 |
| Australian Capital Territory | 5.99 | 8.38 | 6.43 | 6.51 | 2.99 | 3.07 | 5.15 | 5.36 | 2.85 | 3.28 |
| Australia | 5.10 | 7.96 | 5.30 | 5.51 | 2.80 | 2.90 | 4.41 | 4.73 | 2.80 | 2.96 |

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey.

TABLE 3. AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA

| | Adult Males | | Junior Males | | Adult Females | | Junior Females | |
|-------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | October 1977 | October 1978 | October 1977 | October 1978 | October 1977 | October 1978 | October 1977 | October 1978 |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | |
| Overtime (a) | 18.20 | 19.00 | 5.00 | 5.30 | 4.00 | 4.00 | 1.60 | 1.80 |
| Ordinary time (a) | 189.50 | 202.40 | 106.30 | 111.40 | 165.60 | 176.30 | 107.10 | 112.60 |
| Total | 207.70 | 221.40 | 111.30 | 116.70 | 169.60 | 180.20 | 108.70 | 114.40 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | |
| Overtime (a) | 2.5 | 2.4 | 1.1 | 1.1 | 0.6 | 0.6 | 0.4 | 0.4 |
| Ordinary time (a) | 38.2 | 38.2 | 38.6 | 38.7 | 37.8 | 37.5 | 38.4 | 38.3 |
| Total | 40.7 | 40.6 | 39.7 | 39.8 | 38.4 | 38.1 | 38.8 | 38.7 |

(a) Average overtime and ordinary time earnings and hours paid for are averages for all employees represented in the survey.

TABLE 4. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, OCTOBER 1978

| Manufacturing | | | | | | | | | | | |
|---|-----------------------------------|--|-----------------------------|--|----------------------------|--|----------------------------------|--|--------|---------------------------------|----------------------------|
| Metal products, machinery and equipment | | | | | | | | | | | |
| | Food, beverages and tobacco | Textiles; clothing and footwear | Paper, printing, etc. | Chemical, petroleum and coal products | Basic metal products | Fabricated metal products; other mach- inery, etc. | Transport equipment | Total | Other | Total manufac- uring | |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 213.80 | 196.50 | 236.50 | 237.50 | 234.50 | 201.40 | 212.20 | 217.60 | 204.60 | 215.40 | |
| Junior males | 119.00 | 112.00 | 118.90 | 134.20 | 129.50 | 107.30 | 114.70 | 113.30 | 112.60 | 114.60 | |
| Adult females | 162.70 | 152.40 | 162.30 | 170.60 | 181.50 | 157.20 | 171.10 | 162.20 | 154.70 | 159.50 | |
| Junior females | 108.20 | 96.50 | 111.60 | 126.60 | 122.00 | 114.00 | 117.30 | 115.10 | 104.00 | 107.40 | |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | | |
| Adult males | 42.3 | 42.1 | 41.9 | 41.8 | 41.9 | 41.4 | 41.4 | 41.5 | 41.1 | 41.6 | |
| Junior males | 40.0 | 39.8 | 40.9 | 39.6 | 39.7 | 39.9 | 39.9 | 39.9 | 39.8 | 39.8 | |
| Adult females | 39.3 | 38.7 | 39.0 | 38.6 | 39.6 | 39.2 | 40.3 | 39.4 | 38.8 | 39.1 | |
| Junior females | 38.1 | 38.5 | 39.2 | 38.6 | 39.2 | 39.1 | 39.4 | 39.2 | 39.1 | 38.8 | |
| Non-manufacturing | | | | | | | | | | | |
| | Mining | Electricity, gas and water | Cons- truction | Wholesale trade | Retail trade | Transport and storage; commun- ication | Finance, business services | Public adminis- tration, etc. | Other | Total non-manufact- uring | Total all industries |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 294.40 | 236.50 | 218.80 | 209.50 | 180.80 | 234.80 | 217.50 | 235.80 | 203.90 | 225.40 | 221.40 |
| Junior males | 166.30 | 127.50 | 125.50 | 113.90 | 103.90 | 121.60 | 125.70 | 123.60 | 109.00 | 117.80 | 116.70 |
| Adult females | 207.20 | 188.00 | 173.70 | 176.00 | 157.70 | 188.20 | 171.00 | 202.30 | 162.60 | 186.10 | 180.20 |
| Junior females | 130.10 | 126.30 | 115.30 | 107.60 | 102.20 | 124.90 | 117.60 | 128.40 | 108.00 | 115.50 | 114.40 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | | |
| Adult males | 39.9 | 40.2 | 41.2 | 40.6 | 40.6 | 40.6 | 39.0 | 38.7 | 41.1 | 40.1 | 40.6 |
| Junior males | 39.3 | 39.5 | 39.8 | 40.9 | 40.6 | 39.9 | 38.6 | 37.9 | 39.8 | 39.8 | 39.8 |
| Adult females | 38.6 | 37.3 | 37.7 | 38.4 | 39.5 | 38.8 | 37.6 | 37.2 | 38.5 | 37.8 | 38.1 |
| Junior females | 38.0 | 37.6 | 38.2 | 38.8 | 39.5 | 39.1 | 38.3 | 38.1 | 39.1 | 38.7 | 38.7 |

TABLE 5. AVERAGE WEEKLY EARNINGS : MANAGERIAL, EXECUTIVE, ETC. STAFF (a), OCTOBER 1978 (\$)

| TOTAL ALL INDUSTRIES | | | | | | | | |
|----------------------|---------------|-------------|------------|-------------|-------------|-------------|------------------|------------------|
| <i>Males</i> | | | | | | | | <i>Females</i> |
| | <i>N.S.W.</i> | <i>Vic.</i> | <i>Qld</i> | <i>S.A.</i> | <i>W.A.</i> | <i>Tas.</i> | <i>Aust. (b)</i> | <i>Aust. (b)</i> |
| October 1977 | 311.50 | 315.10 | 300.70 | 300.70 | 307.90 | 299.90 | 312.10 | 245.80 |
| October 1978 | 330.80 | 336.30 | 325.80 | 320.00 | 326.10 | 318.80 | 331.00 | 260.60 |

(a) Private and government managerial, executive, professional and higher supervisory staff. See paragraph 8, page 2. (b) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are not available.

TABLE 6. AVERAGE WEEKLY EARNINGS : PART-TIME EMPLOYEES (a), OCTOBER 1978

| | <i>Adult males</i> | <i>Junior males</i> | <i>Adult females</i> | <i>Junior females</i> |
|--------------|--------------------|---------------------|----------------------|-----------------------|
| October 1977 | 72.20 | 25.80 | 79.40 | 25.70 |
| October 1978 | 76.80 | 27.70 | 85.10 | 30.00 |

(a) Part-time employees are those who normally work less than 30 hours a week — see paragraph 7.